



Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

Communications Workers of America

Poplars 331 - 855-7929 or 855-8508

Sliding Scale Implementation Being Studied

by Linda Harl

As SN readers know, the sliding scale parking proposal was passed by TPAC at its Nov. 1 meeting. However, TPAC is only an advisory body, with the final decision on whether or not to implement the proposal resting with Gregg Floyd, Director of Auxiliary Services and Kenneth Gros Louis, Chancellor of the Bloomington campus.

First of all, let me repeat the exact wording of the proposal that passed TPAC:

The fees charged for both A and C parking stickers shall be established on a sliding scale based on the university salary of the purchaser..following these general guidelines:



(1) The minimum price for a C sticker shall be approximately \$50, the maximum \$150. The minimum for an A sticker shall be approximately \$125, the maximum \$350. Those earning less than \$20,000 shall pay the minimum. Those earning less than \$40,000 shall pay less than they pay under the current system.



(2) The price paid by most people will be based on a percentage of salary determined by the revenue needed and the total salary pool of sticker buyers. Exceptions will be those at the extreme ends of the salary scales who will pay the minimum and maximum prices. Exact details will be developed by Parking Operations.

The proposal, and petitions of support were sent to Mr. Floyd immediately after the TPAC meeting. He found the proposal too vague, however, and sent it back to the committee with questions he feels need answering before implementation could be considered. Keep in mind TPAC is not considering the proposal itself again, but only answering questions regarding how it would be implemented.

Floyd's questions concern (1) how this might affect AFSCME's agreement regarding C stickers, (2) how students and part-time employees fit into the plan and how exactly to figure their income, (3) should salary be considered gross salary or salary after tax deferrals are subtracted, and (4) what should retired faculty/staff be charged, if anything.

TPAC met again on November 22. A subcommittee was appointed to work out possible answers to Floyd's concerns. It consists of one person each from CWA, AFSCME, the PA Council, Faculty Council, and one student. This subcommittee is charged with bringing a recommendation back to the full TPAC group by late January. Hopefully, we can satisfy Floyd's concerns and he will forward his recommendation on to the Chancellor shortly after receiving TPAC's report.

The CWA delegates remain confident that this proposal will become reality for the 1997-98 academic year.

Mutual Gains Workshops Held

by Linda Harl

"Working with the Troubled Employee" was the title of two workshops given for personnel reps and union stewards and officers. The workshops were held on Nov. 20 and 21 and were sponsored by the Mutual Gains Committee, a joint group of HRM and CWA representatives. The money for these workshops was taken from funds gained at the bargaining table a few years ago.

The presenter was Patrick Chimenti, an employee assistance consultant and former director of an Employee Assistance Program at the Richmond campus. Mr. Chimenti began with some statistics on workplace violence and listed some contributing factors leading to such acts. Violence is the #1 cause of death on the job for women and #2 for men. Homicide is the third leading cause of death on the job in Indiana. Some factors that contribute to an atmosphere of violence include prevalence of violence in society, erosion of wages and benefits, increased substance abuse, domestic distress and academic competition.

Chimenti then gave a general "perpetrator's profile" of the person most likely to commit workplace violence. Statistically, it is be a man at least 35 years old with few interests outside of work. He owns weapons and may have been in the military and has a history of violent or overly aggressive behavior. He tends to blame others for his problems.

Chimenti then covered liability of employers and their legal obligations to warn others under certain circumstances. An employer must take reasonable precautions to ensure that employees won't harm co-workers and must report and document threat of harm to those who might be in danger.

Finally, prevention and intervention were discussed. Authoritarian management styles,

unpredictable supervision, and an atmosphere where the work and dignity of the employees is undervalued can contribute to increased tensions with sometimes violent reactions. When confronting a person whom you suspect may be troubled, stick to the facts of how his/her behavior is affecting the work place. Try not to be judgmental or overly negative. Remember there is a fine line between trying to help and prying.

The afternoon sessions were devoted to role playing and many specific situations were discussed.

All in all, Mr. Chimenti was a very good presenter, and the program was worthwhile for everyone attending.

Holiday Food Drives

by Benita Brown



Tears of Thanks: This year's Thanksgiving food drive provided much needed food to many thankful individuals from our IU staff community. Only eight baskets were prepared this year, but all the recipients were indeed needy. These recipients are trying to feed as many as eight people from ONE CL/TE salary! Some are trying to work a second job; others are charging groceries because they can't afford to buy food. Food drive donations were comparable to past years, so we were able to provide large baskets to the eight families—large enough to make a real difference. None of the recipients could believe the amount of help we were providing, and many of them nearly cried at the generosity of their fellow workers. CWA would like to thank everyone who donated food for this worthwhile cause.

Now the Christmas drive is before us, and your help is once again needed in several ways:

<p>Next Meeting: January 23, 5:15 pm, Walnut Room, IMU</p>

Reclassification Update

by Jane Goldsmith

Last year, when the reclassification project began, staff hopes were, that the new system would be logical in it's make-up and easy for everyone to understand. Or, as many of the employees who were here during the last reclassification said, "It won't be another Weaver." However, with the release of the information thus far, the Mercer reclassification system has fallen far short of expectations.

Part of the disappointment is that the deadlines that were announced by Human Resources were not met. The staff did, for the most part, meet the deadlines that Human Resources set for the submission of the original PAQs and the appeals. Departments met the deadlines for their feedback on job specs. But the Administration did not commit enough funding to Human Resources for the manpower necessary to meet their deadlines. Many of the committees were staffed by employees outside Human Resources who had to work on these committees and do their "real" jobs as well. By the end of this long process, many of the original members had dropped off the committees because they could not keep up the time commitment that a project like this entails. But, they did the best they could with what they had.

When the staff got the Classification/Compensation News dated November 5, 1996, there was a lot of distress and anger across campus. It was not only distress about the ranking of the job titles and the salary grade associated with the job titles. There was also considerable distress with the salary ranges for the jobs. The number of salary grades remained the same. But the beginning levels (and most of the maximum levels) for ALL the grades dropped lower than the 1995 levels when compared to the same relative level on

the previous salary scale. For instance if a position is currently a CL05 and was slotted into a job title that pays grade D, it stayed in the same relative income grade. The 1995 salary range for a CL05 is \$17,950.40; the new salary grade D is \$17,775.00. With the stroke of a pen, the employee has suddenly moved much further into his/her wage range because the beginning salary for that position has been lowered.

CWA has disputed the salary information that has been supplied to Human Resources by Mercer. We are currently gathering our own information and figures to submit during the next negotiations (which begin in January).

As part of the reclassification project, CWA representatives met with Administration representatives beginning in September to discuss "Wage Progression." In actuality, we discussed a salary administration policy that Human Resources wanted to get in writing. For many years, when departments needed answers to salary administration questions for new hires, promotions or other situations, and the questions were not answered in the Personnel Policy book, they called Human Resources and asked. This information, until this point, hasn't been written down for departments to refer to. Many of the most commonly asked salary administration questions have been answered in this document. The document will be distributed to departments and union stewards in the near future.

Wage progression or, as some people refer to it, step progression, was not discussed at these meetings. CWA will be bringing it up at the bargaining table in January.

This reclassification project is not finished by any means! CWA will keep working on getting a just and fair compensation for their constituents.

1) If you don't already have a collection box set up in your office, ask for permission and put one out. Let Benita Brown know where your donation site is located by contacting her at 855-7612 or by e-mail benitab@indiana.edu.

2) Bring in a food item to put in the box.

3) Encourage others in your department, faculty and staff alike - to bring in a food item.

4) THINK about your fellow employees. If you know someone who might be in need of a food basket, give their name to Benita. We can't help people that we don't know about. Basket recipients DO NOT have to be CWA members.

5) If you can spare an hour or two on Friday, December 20, to help with the collection, sorting and delivery of baskets, please, please contact Benita! A good 20 hours of help are needed to make this project happen. We know your time is precious, but could you spare your lunch hour to help? Without adequate help, we will be forced to discontinue our annual food drive for needy CL/TEs. This would indeed be a tragedy.

Personal note from Benita: *"I wish to express my heart-felt thanks to Dee Heifner and Jennifer Fleisher for their tremendous assistance with the Thanksgiving drive. I could not have done it without you."*


Tis the Giving Season

by Todd Barnell

Yes, once again it's the time of year when we all remind ourselves that it is truly better to give than to receive. Well, this year why don't you give yourself a gift?

If you are not already a member of CWA 4730, just fill out this card and send it to our union office in Poplars 331. Only through **your** involvement can you hope to improve your wages, benefit and working conditions. If you are a member, how about getting involved in one of our many committees? Just give the office a call and we'll be happy to put you in contact with other members!

JOIN CWA TODAY!

 IU Local 4730 NAME (print) _____	LOCAL 4730 Communications Workers of America, AFL-CIO
	<small>I hereby request and authorize for the deduction of dues from my pay as established by Communications Workers of America, (CWA) of which I am a member. This will be paid to the treasurer of CWA. These dues can be revoked on proper notice.</small>
Employed by: Indiana University _____ CL _____ TE _____	
Work Address _____ Room# _____	
Department _____ Work Phone _____	
Home Address _____	
City/ST/Zip _____	
Home Phone _____ Soc. Sec. # _____	
Signature _____	
Received by _____ Date _____	



Season's Greetings

from

CWA Local 4730



The Overtime Issue

by Sharon Chapman

If you work in a department that's very casual, there may be times when you work through your break or lunch hour. Or you might occasionally need to come in over the weekend in order to meet a deadline. You and your supervisor may have an agreement that you will record this time on your desk calendar, but not formally on your time sheet. If you are a student who needs extra time off to study for finals, or a parent who needs to take some time off to spend with pre-school or school-age children, this system may be working quite well for you. But what if your supervisor suddenly leaves due to illness or other unexpected event? Your new supervisor will know nothing about this informal overtime agreement. With no formal record of the overtime hours you have accumulated in this situation, you may end up the big loser.



by wages, at one and one-half times the hourly rate for the duty performed, or by paid time off, at one and one-half times the overtime hours worked. It is the

responsibility of each administrative unit to notify its employees on July 1 each year of the method they will use to compensate overtime (wages or paid time off), and to treat all employees within the unit uniformly with regard to this policy. However, your compensating time off accumulations should not exceed 40 hours. If you do accumulate over 40 hours, the excess (over 40 hours) is to be paid to you in the first pay

period following March 31 and September 30 each year.

No one is expected to know the complete CL/TE Policy Manual inside and out, but it is important that you are aware of the guidelines necessary to insure that you are properly compensated for your valuable time and efforts. Improper compensation for overtime is a violation of federal law.

This type of informal record keeping is known as "desktop overtime." It is a breach in policy for all CL/TE personnel at IU, as bargained for by CWA Local 4730. It is your responsibility as an employee to maintain an accurate Attendance Record reflecting the hours you have worked in every bi-weekly pay period, turning it in to your supervisor for approval and signature. Your Attendance Record is then given to the payroll officer in your department. Any hours worked in excess of your daily scheduled shift or in excess of 40 hours in one week, whichever is greater, are considered overtime. (Part-time, appointed employees are eligible for overtime for hours worked in excess of 40 hours per week.)

All overtime must be authorized in advance by your supervisor and compensated either

"The Art of Courage"

**This is the art of courage:
to see things as they are
and still believe that the
victory lies not with those
who avoid the bad, but
those who taste, in living
awareness, every drop of
the good.**

--Vogue 1 Oct. 1952

All We Want for Christmas is...

by Linda Harl



More parking spaces - specifically more parking for staff and patients at the Health Center.



A policy manual with a really good index.



A classification system that we can understand and that rewards experienced workers.



More card signers - every CWA card signed is another wrinkle in the brow of the Administration.



More union activists - the local belongs to its members, but only if they get involved. A zillion people at every general membership meeting would be nice.



A year with fewer people in the "Six-Figure Club," not more.



Implementation of the sliding scale parking proposal.

And finally a world where the following "facts of life" weren't so true:



The two most common elements in the universe are hydrogen and stupidity.



If you can't get the work done in the first 24 hours, work nights.



Deja Moo: the feeling that you've heard this bull before.



Law of probability dispersal: Whatever it is that hits the fan will not be evenly distributed.

Happy Holidays to all our readers from the staff of Solidarity Now!

Solidarity Now! is the official newsletter of CWA Local 4730 and is made possible by the dues paying members of that local. We encourage all CWA members to submit or suggest items for publication. If you have any questions about the newsletter, or would like to serve on the committee, contact Linda Harl, Sycamore 026, 5-9503, e-mail: LHARL.



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